

# **THE INFLUENCE OF LEADERSHIP STYLE ON JOB PERFORMANCE AT THE INTERNATIONAL ISLAMIC COLLEGE KUALA LUMPUR**

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Project Paper submitted in partial Fulfilment of the Requirement

For the Master Sciences of Management.

Universiti Utara Malaysia

( 2011)

## **APPROVAL PAGE**

**I certify that I have supervised and read this Project Paper and that in my opinion it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as a Project Paper for the Master sciences of Management.**

.....

**Prof. Dr. Ajay chauhan**

**Supervisor**

**This Project Paper was submitted to College of Business, UUM and is accepted as partial fulfilment of the requirements for the Master Sciences of Management.**

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## DECLARATION AND COPYRIGHT

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I hereby declare that this research is the result of my own investigations, except where otherwise stated. Other sources are acknowledged by footnotes giving explicit references and bibliography is appended.

Signature.....

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## **Acknowledgement**

This project paper would not been done without assistance and support from many people. First of all, I would like to thank Prof. Dr. Ajay Chauhan . His enthusiasm, patience, encouragement and support have kept me working on the right track. He also helped me to focus on my topic during the research methodology class. His critical comments have also helped to improve the quality of this research work. He also reviewed my thesis word-by-word and corrected my English and helped me improve my writing style. Thank you. Prof. Dr. Ajay Chauhan .

I would like to express my special gratitude to the authorities of IIC for allowing me to conduct my study in their place. Besides, I sincerely value their input and without their assistance, there would not be such a research study.

I would like to thank few of my colleagues; Sholihin, and Intan for their helpful guidance and advice. Also, I would like to thank Universiti Utara Malaysia for giving me this great opportunity to achieve my educational goals through this project paper.

And finally, I would like to thank my lovely wife, Mashita Mastor, for her understanding and support through this tough process. I am forever grateful for her constant encouragement and unselfish emotional support.

## **Abstract**

The purpose of this study is to investigate the influence of leadership styles on job performance at the International Islamic College among employees with relation to their manager's leadership style in a higher educational environment. It is estimated that leadership styles has an impact on greater than 70% of management decisions. The questionnaire was distributed and collected from 130 respondents to examine how top management manage, and what their concerns are regarding their staff satisfaction. This questionnaire also asked about the risk of vulnerability on creating a leadership style that motivates staff to do their jobs and with the quality of an owner. With regards to vulnerability, it is found that most respondents agreed that leadership styles and their impact can help develop and adapt your own leadership style and so help to become a more effective leader. Leadership is a complex activity involving a process of influence, actors who are both leaders and followers, and a range of possible outcomes, the achievement of goals, but also the commitment of individuals to such goals, the enhancement of group cohesion and the reinforcement of change of organizational culture.

This research was limited to International Islamic College staff and sample is chosen to represent the population. The methods used for this research are data collecting, simple random sampling and measurement of instrument (Likert Scale). Only quantitative data analysis was used in this research.

**Keyword :** Leadership Styles, job Performance, Effective Leader,

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# **1.0 INTRODUCTION**

## **1.1 IIC Background**

The International Islamic College (IIC) was established in 2001 as a garden of knowledge in accordance with its primary objective of moulding and shaping Islamic Professionals. The college has endeavoured to be the best alternative for those who seek for knowledge and professionalism. The International Islamic College imparts noble values to students, which are incorporated in the implementation of academic and administrative system of the college.

The primary objective is to educate and train young men and women to become excellent professional so that they will be sufficiently equipped with Islamic knowledge and skills through carefully designed programmers offered at this college.

To accomplish this objective, we have made it mandatory for the students, without exception, to attend co-curricular programmers comprising “USRAH”, special Ibadah Camp, talks on motivation and leadership.

The International Islamic College has taken a leaf from the International Islamic University Malaysia (IIUM) in matters pertaining to the style and approach in managing higher learning. We believe that IIUM serves as a role model for success and excellence and is worthy emulation.

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